



## SPECIAL INSPECTOR GENERAL FOR AFGHANISTAN RECONSTRUCTION

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John F. Sopko, Special Inspector General

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TO: All SIGAR Employees and Applicants  
FM: John F. Sopko, Inspector General

### **SUBJ: SIGAR's Equal Employment Opportunity Policy**

SIGAR's primary mission is to detect and prevent fraud, waste, and abuse and make recommendations to improve the economy and efficiency of taxpayer-funded reconstruction programs. As members of an oversight agency, we also have a heightened obligation to conduct ourselves in accordance with the highest possible standards of conduct and decision-making, in implementing all aspects of our common undertaking. In this regard, we must in every respect be not just beyond reproach, but exemplary.

Two key areas in which SIGAR should serve as a model of exemplary conduct include those of Equal Employment Opportunity (EEO) and diversity in the workplace. If we are to meet and exceed the legitimate expectations of SIGAR's employees and job applicants, along with those of our various stakeholders, we must embrace both these concepts fully—individually and organizationally—and effectively integrate them into the everyday culture of SIGAR.

Equality of opportunity is a fundamental right mandated by law. The law in this area is intended to ensure that federal government employees and job applicants alike are not subjected to prohibited discrimination or harassment in any aspect of employment (including recruitment, hiring, merit promotion, transfer, reassignment, training, benefits and separation, among others). All persons have the right to work or advance on the basis of merit, ability, and potential, free from social, personal, or institutional barriers of prohibited discrimination. It is essential that we maintain a barrier-free work environment where every employee and applicant for employment receives fair and equitable treatment without regard to race, color, gender, sexual orientation, age, religion, national origin, or disability.

I am committed to achieving and maintain a high quality, motivated, and diverse civilian workforce where all individuals are respected and valued for their contributions. A diverse civilian workforce that reflects our American society strengthens SIGAR by providing different perspectives and solutions to work-related challenges.

I count on your personal commitment to maintain a positive workplace that is free from any EEO standards violations and to partner with me in proactively creating a workplace environment at SIGAR that demonstrates profound respect for and inclusion of diverse cultural, ancestral, educational, socio-economic, and other backgrounds.



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